



The Leadership Journey

From The Classroom To The Clinic

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Influence

Leading people to do things because they want to,
not because they have to.



Our Focus

1. Climbing The Leadership Ladder
2. Coaching
3. Vision Casting



Step One – positional influence

“people follow you because they have to”

Step Two – personal influence

“people follow you because they like you”

Step Three – professional influence

“people follow you because of your accomplishments”

Step Four – parental influence

“people follow you because you have invested into their growth”



Step One – Positional Influence

People Follow You Because They Have To



Step Two – Personal Influence

People Follow You Because They Like You



Personal Influence

“If you go looking for a friend, you're going to find they're very scarce. If you go out to be a friend, you'll find them everywhere.”

-Zig Zigler



1. Always Use The Sandwich Method
2. Lead With Questions
3. Take Interest
4. Ask Don't Tell
5. Treat Your Team Like A Customer
6. Lead By Example
7. The Golden Rule



Personal Influence

Use the Golden-Rule 1 of Management in everything you do.

“Manage others the way you would like to be managed.”

-Brian Tracy



Step Three

Professional Influence

People Follow You
Because Of What You Accomplish For The Organization



Professional Influence

“When your people see that you are not only competent to lead but also have a track record of successes, they will have confidence in following you, even when they don't understand all the details.”

– John Maxwell



1. Continuing Education
2. Have Trusted Mentors
3. Networking Opportunities
4. Personal Marketing
5. Volunteer
6. Career Development
7. Career Coach
8. Internal Leadership Classes
9. Make Your Intentions Known
10. Practice



Step Four – Parental Influence

People Follow You
Because You Have Invested Into Their Growth



Parental Influence

Successful people are always looking for opportunities to help others. Unsuccessful people are always asking, "What's in it for me?"

-Brian Tracy



Parental Influence

“The final test of a leader is that he leaves behind him in other men, the conviction and the will to carry on.”

-Walter Lippman



Coaching

1. Delivery
2. Dynamics
3. Dialog
4. Documentation



Delivery

“Communication is a skill that you can learn. It's like riding a bicycle or typing. If you're willing to work at it, you can rapidly improve the quality of every part of your life.”

-Brian Tracy



Delivery

1. Always Use The Sandwich Method
2. Never Reprimand In Front Of The Team
3. Always Give The Benefit Of The Doubt
4. Be A Coach, Not A Judge
5. Have The Courageous Conversations



Dynamics



Dialog

L.A.C.E.S.



Dialog

- *Listening
- *Acknowledge
- *Clarify
- *Expand
- *Summarize



Documentation



Situational Leadership

1. I do, you watch
2. We do together
3. You do, I watch
4. You do



Vision Casting

"At the core of leadership sits the power of vision, in my estimation the most potent offensive weapon in the leader's arsenal. It has been defined dozens of ways, but for me, the crispest articulation of vision is that it's a "picture of the future that produces passion in people."

Bill Hybels - Axiom



Vision Casting

1. See It

2. Share It

3. Say It



Vision Casting

- Thank you notes
- Involve Family Members
- Bring Back Your Patients
- Birthdays
- Surprise visits from the CEO
- Group Projects



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